



**OHIO  
CHILD  
WELFARE  
TRAINING  
PROGRAM**

**2007  
ANNUAL  
REPORT**

honesty silliness wonder love joy magic childhood trust  
play laughter friendship family delight safety well-being  
friendship sweet loving heathy sensitive kind innocent  
wonder family play permanence love happiness  
family security love trust safety healthy well-being  
innocence childhood permanence happiness pretend  
love giggles laughter giggles silliness trust sassy  
smart dance innocence running delight safety  
toys play delight family curiosity  
fun delight honesty  
trust dream play  
delight well-being safety  
heathy sensitive kind innocent  
permanence happiness family  
safety well-being health innocence  
innocence happiness scouting reading  
laughter giggles smiles safety sassy fun  
curiosity family hide and seek running  
skipping toys puppies kitties security sunshine  
games fireflies childhood snowangels puddles  
mudpies tree houses forts camping happiness  
stories dressup love laughter childhood family  
curiosity joy family fun delight permanence hone  
childhood trust dream play well-being fantasy smiles  
play laughter delight family curiosity joy dance fun  
wonder love joy magic childhood love dream play laugh  
safety friendship joy delight well-being safety friendship sweet  
heathy sensitive kind innocent fun wonder childhood joy play fun  
trust permanence happiness family security love safety healthy well-bein  
childhood permanence happiness cowboys love giggles laughter giggles trus  
smart dance innocence running delight toys play delight family curiosity friendship

We do this because...

First and foremost, the Ohio Child Welfare Training Program's goal is children's safety.

But, beyond child safety, we are also more broadly committed to child well-being. Recently, a report from the National Association of Social Workers (NASW) and Every Child Matters, titled "Geography Matters: Child Well-Being in the States" showed large disparities in child well-being among the states. Ohio ranked in the middle tier, not the best environment for children, but not the worst.

What does the phrase "child well-being" mean in terms of our child welfare goals and objectives? It comprises not only our responsibility to assure child safety, but also all the additional child welfare objectives we believe are important for children, including contentment, happiness, and possibility.

In Ohio, training is one mechanism that helps child welfare practice reflect best practice standards. Training provides child welfare practitioners with the foundational knowledge and skills necessary to meet the complex needs of abused and neglected children and their families. Our goal of child well-being represents our commitment to help children to their most basic birthright: a real childhood.

*Dr. Ronald C. Hughes,*

*Director, Institute for Human Services*

*State Coordinator of the Ohio Child Welfare Training Program*

#### **2007 Annual Report Highlights:**

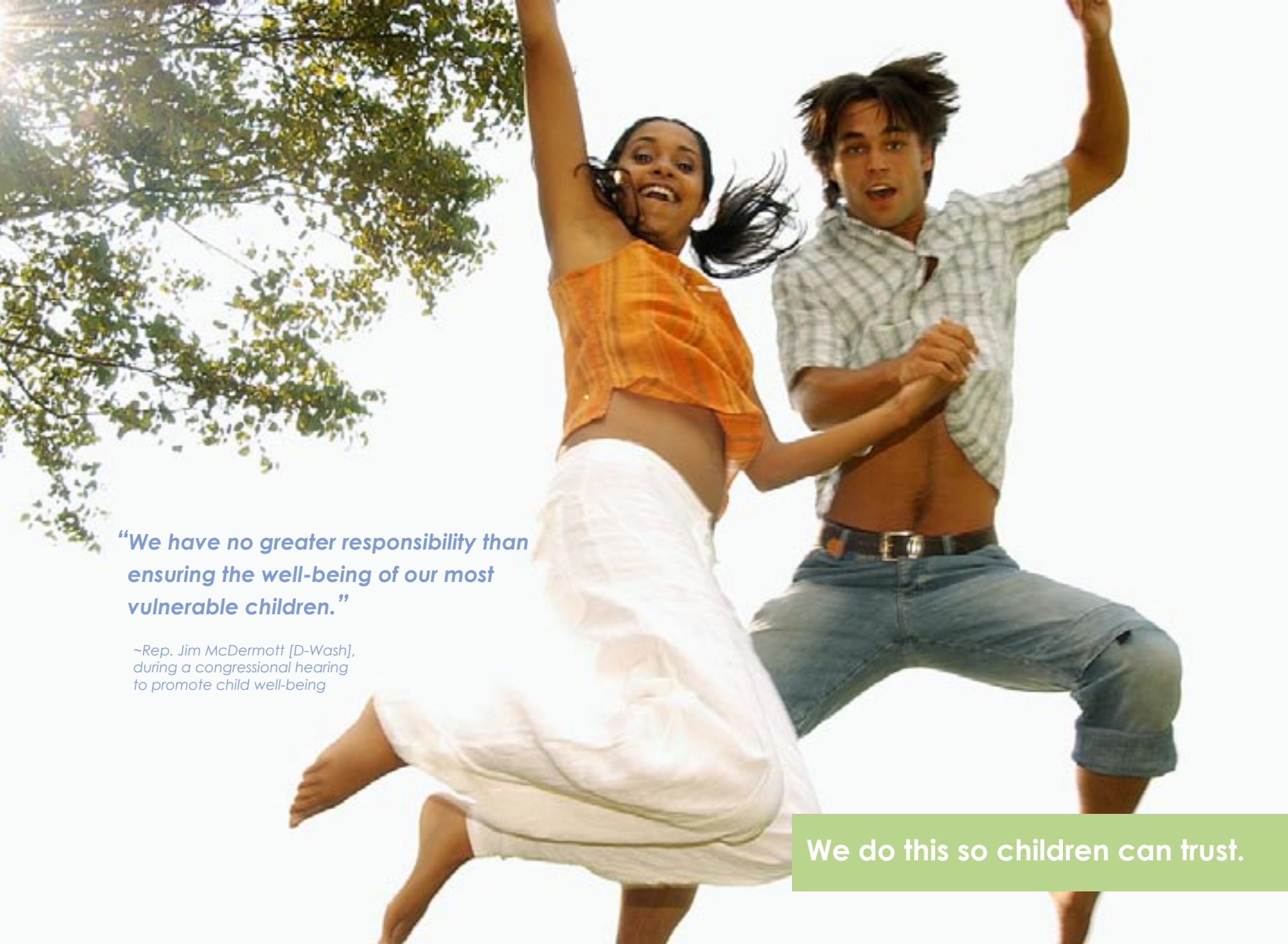
- OCWTP continued to recruit, screen, and train qualified trainers, and maintains a pool of over 300 diverse trainers with content expertise and background in child welfare, as well as the knowledge and skill needed to train professional child welfare staff and resource families.
- The quality and number of learning experiences for foster and adoptive parents and professionals was expanded in 2007 to include six new and/or revised courses.
- In 2007, the Cultural Competence Task Force helped recruit qualified Muslim trainers for workshops on serving Muslim families in the context of child welfare and developed an OCWTP workshop on casework with immigrants and refugee children and families.
- The OCWTP is preparing to transition its current paper evaluation format to the online learning management system. Conducting evaluation activities online allows the OCWTP to collect and analyze detailed data more rigorously than has ever before been possible.
- The University Partnership Program (UPP) graduated over 40 UPP students with social work degrees. At present, there are more than 65 social work students enrolled in the UPP across the state, and more than half of this group is due to graduate in the spring of 2008.
- Groundwork was laid for the roll out of E-Track, Ohio's first online learning management system. E-track will impact every part of the OCWTP, from how we evaluate the program, to how training needs assessments and individual development plans are completed; from how the training program implements skill-building and transfer-of-learning initiatives, to how the OCWTP plans and schedules learning activities and registers learners for both online and classroom trainings.

**We do this so Ohio's children and families can live free from abuse, neglect, and exploitation.**

*Maslow's hierarchy of needs theory states that all other concerns are existentially secondary until a child is well cared for in a safe and secure environment.*



We promote children's lives filled with laughter, play, love, security, safety, support, and permanence.



***“We have no greater responsibility than ensuring the well-being of our most vulnerable children.”***

*~Rep. Jim McDermott [D-Wash],  
during a congressional hearing  
to promote child well-being*

**We do this so children can trust.**

# A STRONG FOUNDATION

## MISSION:

- Promote the delivery of high quality, culturally responsive, family-centered services to children who have experienced or are at risk of abuse, neglect, or dependency, and their families.
- Provide competency-based training primarily to the public agency professionals, caregivers, and adoptive parents who serve them.
- Collaborate with other service providers to promote the delivery of competency-based training.
- Advocate for public policy and practice standards that reflect best child welfare practice.

### **Setting the Standard**

For over twenty years, the Ohio Child Welfare Training Program's (OCWTP) resources and models have set the standard for training programs used by state and provincial public child welfare organizations throughout North America, as well as in several other countries worldwide.

### **Emphasizing System Change**

The OCWTP uses training as a catalyst to promote large-scale change in order to achieve best practice throughout the child welfare system. Using a standardized Universe of Competencies - a comprehensive listing of the prerequisite knowledge and skills needed to achieve best practice in child welfare - the OCWTP not only defines best practice, but provides the workforce with the knowledge and skills to achieve it. The newly revised and expanded Universe of Competencies can be viewed at [www.ocwtp.com](http://www.ocwtp.com).

### **Ensuring Standardization While Responding to Individual Needs**

OCWTP programming balances two competing but equally compelling priorities: the standardization of training to ensure common values, standards of practice, and methods throughout the work force; and the capacity to respond to unique individual, local, and regional training needs.

### **Getting the "Right People" to the "Right Training" at the "Right Time"**

Individual Training Needs Assessments (ITNAs) are used by the OCWTP to identify priority training needs in the system, what training will be offered to meet these needs, and which staff will attend. A quarterly planning cycle enables the OCWTP to address needs in a timely manner. By expending its resources on high priority needs, staff attend only needed training. This ensures the greatest possible return on Ohio's training investment.



## Developing Highly Skilled Trainers

The OCWTP maintains an active trainer pool of over 300 highly skilled trainers. OCWTP trainers must demonstrate expert content knowledge, well-developed training skills, and practice experience in the competency areas they teach. Prospective trainers are rigorously screened, evaluated, and fully trained before being approved. Continuous monitoring and technical assistance ensure trainers consistently maintain high quality standards.

## Committing to Collaboration

The OCWTP is guided by its Central Steering Committee (CSC), a leadership and decision-making team whose members represent state and local, public and private, rural and urban, and management and staff perspectives. The CSC's diversity of membership, collaborative interdependence, and commitment to negotiation and consensus-building, promote solutions that best address the diverse needs and perspectives of OCWTP constituents. The OCWTP's partners include:

- The **Ohio Department of Job and Family Services (ODJFS)** co-chairs the OCWTP Steering Committee and manages and monitors the contracts and funding for the program.
- The **Public Children Services Association of Ohio (PCSAO)** co-chairs the OCWTP Steering Committee and advocates for safe children, stable families, and supportive communities, and for the needs of county child welfare agencies and their staff.
- Eight **Regional Training Centers (RTCs)**, operated by county public children services agencies, identify and address the training needs of staff in their catchment areas and assist in developing, piloting, and evaluating training activities.
- The **Institute for Human Services (IHS)**, the State Training Coordinator, facilitates and coordinates all program activities, develops training curricula and other resources, and provides fiscal administration for the program.
- Five **Private Child Placing Agencies** collaborate with the Regional Training Centers to provide training to adoption staff and adoptive families in public and private agencies.

We do it for children's happiness.

# 2007 . . . DAY TO DAY



★ Location of RTC

Throughout 2007, Ohio's eight RTCs served 4,974 child welfare caseworkers, supervisors, and administrators; and 10,593 foster and adoptive parents.

The OCWTP's eight Regional Training Centers (RTCs) are responsible for the budgeting, scheduling, registration, and administration of child welfare-related training within their regions, and for the production of quarterly training calendars.

RTCs maintain close partnerships with each of their counties to help assess and respond to the unique training needs of their catchment areas. Through monthly OCWTP Central Steering Committee meetings and numerous work team meetings, RTCs also contribute and provide guidance to statewide planning initiatives, and help develop policies and procedures for the delivery of training.

Central Ohio RTC  
Franklin County  
Served 936 Staff  
and 1,767 Foster/  
Adoptive Parents

Crawford  
Delaware  
Fairfield  
Fayette  
Franklin  
Knox  
Licking  
Madison  
Marion  
Morrow  
Pickaway  
Richland  
Union

In 2007, CORTC held six training sessions for mandated reporters with more than 300 community partners participating. Comments regarding benefits from attending the workshops were very positive. In the future, these trainings will continue to be offered on a quarterly basis. CORTC also hosted the Council of Accreditation's 8th Edition Standards training in December of 2007. The training was co-sponsored by the Ohio Department of Job and Family Services, the Public Children Services Association of Ohio, and Franklin County Children Services. In addition to sponsor representatives, seven other Public Children Service Agencies were represented.

CORTC was host, in 2007, to a special training designed for directors entitled, "How to Work with the Media." With the support of other RTCs, this training was attended by 37 directors from across Ohio.

[www.ocwtp.net/cortc.html](http://www.ocwtp.net/cortc.html)

East Central Ohio RTC  
Guernsey County  
Served 214 Staff  
and 519 Foster/  
Adoptive Parents

Belmont  
Carroll  
Coshocton  
Guernsey  
Harrison  
Jefferson  
Monroe  
Muskingum  
Noble  
Tuscarawas

In addition to the array of training offered regularly, ECORTC helped facilitate a number of specialized trainings in 2007. ECORTC sponsored its 13th Annual Eastern Ohio Supervisory Conference in March 2007, with 42 participants from 15 counties represented. At the region's 3rd Annual Foster Conference, 100 foster parents from 12 different counties took advantage of the 13 hours of training offered on topics including attachment, Appalachian culture, and parenting challenges. A special training for forensic interviewers entitled, *Beyond the Silence*, was held on two occasions in 2007, and ECORTC supported MEPA Monitors by sponsoring two Round Table Discussions in 2007.

In 2007, ECORTC extended its program of quality assurance monitoring to 16 trainers in the foster program. Monitoring included observation and feedback to each trainer. ECORTC upgraded county training rooms to ensure technology is congruent throughout the region. Online registration and a full array of web-based training services were also fully implemented at ECORTC in 2007.

[www.ocwtp.net/ecortc.html](http://www.ocwtp.net/ecortc.html)

North Central Ohio RTC  
Cuyahoga County  
Served 839 Staff  
and 910 Foster/  
Adoptive Parents

## Cuyahoga

The theme for NCORTC's 2007 3rd Annual Foster Parent Conference was Mending Family Fences. This three-day event featured a special collaboration with the U.S. Marshall's Service, called the Gang Resistance Education and Training (G.R.E.A.T.) program. This collaboration permitted age-specific foster children and foster parents to be trained together on the dangers of gangs and how to keep children safe.

Noted author, researcher, and university professor, Dr. Ruth McRoy, was the 2007 keynote speaker for the NCORTC's 4th Annual Riverside Symposium. The conference had maximum capacity registration and featured a legal tract on CAPTA legislation. A special forum on MEPA legislation was also held for Foster Home Resource staff and Adoption workers.

[www.ocwtp.net/ncortc.html](http://www.ocwtp.net/ncortc.html)

Northeast Ohio RTC  
Summit County  
Served 938 Staff  
and 2,990 Foster/  
Adoptive Parents

Ashland  
Ashtabula  
Geauga  
Holmes  
Lake  
Lorain  
Mahoning  
Medina  
Columbiana  
Portage  
Stark  
Summit  
Trumbull  
Wayne

In 2007, NEORTC provided innovative, competency-driven training for the staff and foster parents of the 14-county region. Information gathered from focus groups, and data from individual training needs assessments, resulted in newly developed trainings including, *Pot, Pills and the Child Protective Case*. New training for foster and adoptive parents included: *Interventions with Children Who Lie & Steal; Dealing with Explosive Children; Peek A Boo and the Terrible Twos: Managing Behavior of Maltreated Infants and Toddlers; Cross Cultural Issues; and Diversity Issues in Substitute Care*.

NEORTC hosted several unique training initiatives for staff in 2007: a pilot training for *Beyond the Silence - Part II*, an advanced forensic interviewing course offered through the Ohio Network of Children's Advocacy Centers, and *Ethical Issues for Trainers*. NEORTC collaborated with the Northeast Ohio Adoption Services in co-sponsoring *International Adoption: Implications for Child Welfare* for adoption professionals. A four-part *Independent Living* training was developed with teen foster children and their foster parents assessing independent living skills, exploring career options, and developing an emancipation plan.

[www.ocwtp.com/neortc.htm](http://www.ocwtp.com/neortc.htm)

We do it to keep children safe.

Northwest Ohio RTC  
Lucas County  
Served 458 Staff  
and 960 Foster/  
Adoptive Parents

Defiance  
Erie  
Fulton  
Hancock  
Henry  
Huron  
Lucas  
Ottawa  
Paulding  
Putnam  
Sandusky  
Seneca  
Van Wert  
Williams  
Wood  
Wyandot

The Comprehensive Assessment Planning Model, Interim Solution (CAPMIS) initiative was prominent in NWORTC in 2007. During the first half of the year, NWORTC supported 15 three-day CAPMIS Implementation workshops, a CAPMIS Training on Content, and a CAPMIS workshop designed specifically for Supervisors. NWORTC partnered with the Southwest Michigan Children's Trauma Assessment Center to introduce a three-module training series, *Creating a Trauma Informed Child Welfare Practice*, and sponsored a multi-disciplinary conference *Children's Memory and Suggestibility* that pulled participants from throughout the region. NWORTC also collaborated with the Ohio Network of Children's Advocacy Centers to encourage the development of multi-disciplinary forensic interviewing skills and provided two sessions of *Beyond the Silence – Part 1* and one session of *Beyond the Silence – Part 2*. The 7th Annual Caregivers' Conference was hosted in October. The conference featured twelve trainers and was well attended by foster parents who left feeling invigorated and re-energized by the information they received at the conference.

[www.ocwtp.net/nwortc/html](http://www.ocwtp.net/nwortc/html)

Southeast Ohio RTC  
Athens County  
Served 227 Staff  
and 559 Foster/  
Adoptive Parents

Athens  
Gallia  
Hocking  
Jackson  
Lawrence  
Meigs  
Morgan  
Perry  
Pike  
Ross  
Scioto  
Vinton  
Washington

In January 2007, SEORTC hosted an ODJFS *Intake Screening Guideline Training* and a presentation on *Alternative Response* in July. SEORTC co-sponsored *Dealing with the Media*, a statewide workshop provided for agency directors, and continued to host quarterly meetings of the PCSA directors from its region.

In an effort to increase the number of workshop presenters from the Southeast Ohio area, the SEORTC inducted two new regional trainers experienced in working with Appalachian families into the training program .

SEORTC continues with regional networking sessions of round table discussions on identified issues. In 2007 a networking session on *Working with the Compliant Victim* was offered.

Evidence-Based-Practice standards for all workshops presented at SEORTC were implemented in 2007 and SEORTC now has wireless computer access which enables participants to check their e-mails during workshop breaks.

[www.ocwtp.net/seortc.htm](http://www.ocwtp.net/seortc.htm)

We do this so children can have security and permanence.

**Southwest Ohio RTC  
Hamilton County  
Served 797 Staff  
and 1,847 Foster/  
Adoptive Parents**

Adams  
Brown  
Butler  
Clermont  
Clinton  
Hamilton  
Highland  
Warren

The hiring of more than 90 caseworkers in a two-month period during 2007 required the SWORTC to double the scheduling of the eight-module Caseworker Core training series offered in a six-month period. SWORTC also facilitated the entire Child Care Core training series for their public agency children's home staff.

SWORTC's 3rd Annual Foster Parent Conference had over 200 foster parents in attendance. Twenty-seven workshops were offered during the two-day conference. Foster parents had the opportunity to earn up to 14 credit hours toward their yearly training requirement.

In 2007, SWORTC staff worked on the development of the state's first web-based learning management system (E-Track), and continued to contribute to county initiatives developing skills and building stronger teams for the region's families and children. To improve morale in one county, over 300 staff participated in a session to help them develop better coping skills.

[www.ocwtp.com/swortc.htm](http://www.ocwtp.com/swortc.htm)

**Western Ohio RTC  
Greene County  
Served 565 Staff  
and 1,041 Foster/  
Adoptive Parents**

Allen  
Auglaize  
Champaign  
Clark  
Darke  
Green  
Hardin  
Logan  
Mercer  
Miami  
Montgomery  
Preble  
Shelby

In 2007, the WORTC supported the following special workshops: *Collaboration for Public and Private Agencies*; *How to Work with the Media*, a statewide event held in Columbus; *School Success: Pathways to Self-Sufficiency* for Human Services professionals in Greene County; *Strategic Planning for Greene County Children Service Board*; *Embracing a Love Like No Other*, on attachment issues; and *Beyond the Silence: Forensic Interviewing*, in collaboration with the Ohio Network of Children's Advocacy Centers.

The WORTC continued to support a seven-county collaborative offering five rounds of required preservice training to prospective foster and adoptive parents. WORTC also facilitated quarterly meetings for all coordinators of caregivers in the Western Region to discuss preservice issues and receive on-going training, and produced and distributed a comprehensive Foster Parent Training Resource Book. This resource compiles information on Preservice training, Foster Fundamentals, on-going standardized training, all offerings in the various counties by competency area, and includes a trainer-specific section.

[www.ocwtp.net/wortc.htm](http://www.ocwtp.net/wortc.htm)

# 2007 ACCOMPLISHMENTS



Core Curricula provide the framework for “best practice” by imparting the underlying philosophy, values, and principles of “best practice,” and by introducing fundamental and essential skills. Caseworkers learn about relationship development, assessments, case planning, and interviewing. They also learn child-welfare specific skills, such as recognizing and identifying maltreatment, assessing risk and safety, family-centered in-home services, the technology of child placement, promoting permanence for children, and working with foster, adoptive, and kinship caregivers. Core training for supervisors and managers helps them understand their role as leaders, both in the agency and in their unit, as they learn about organizational development personnel evaluations, coaching and mentoring, and supervision of casework practices.

## **Core Training: The Foundation for All Training**

The Caseworker Core Curriculum, now consisting of eight modules, three learning labs, four pre-training assignments, and three post-training assignments, was systematically reviewed in 2007 before being submitted to the Ohio Department of Job and Family Services. This review included feedback from trainers, RTC staff, focus groups, participant evaluations, a comprehensive analysis of cultural competency, and a survey of evidence-based practice. Trainers were prepared to facilitate the revised Core curriculum for implementation beginning in 2008.

2007 was also spent revising the six-module Supervisor/Manager Core Curriculum and its accompanying pre-and post-training resources. Feedback from trainers, RTC staff, training participants, formal evaluations and focus group responses, and results of a comprehensive analysis of cultural competency were considered in the revision. In addition, trainers were also prepared to facilitate the revised curriculum. Still considered to be in the draft stage, the Supervisor/Manager Core curriculum continues to be evaluated for appropriate content, practical child welfare application, and effective training strategies.

**We do this so children can have laughter.**

**“Cultural competence . . . can be defined as the capacity to relate with persons from diverse cultures in a sensitive, respectful, and productive way.”**

~Rycus and Hughes, *Field Guide to Child Welfare*



## Cultural Competence Task Force

In its second year, the Cultural Competence Task Force continues to help move the OCWTP toward greater cultural competence at all levels of the program. The Task Force was involved in OCWTP's 2007 Trainer Event, which featured sessions on Multiethnic Placement Act as amended, training in diverse environments, working with immigrant and refugee families, avoiding cultural faux pas, and maintaining ethical practices when serving diverse populations. The Task Force also began the process of revising OCWTP's Culture and Diversity Training for Caseworkers and Supervisors by surveying public child welfare systems around the country to determine what other systems are doing in the area of culture and diversity training, and by reviewing culture and diversity curricula in the non-profit and corporate arenas.

In 2007, the Task Force helped diversify OCWTP training efforts in a number of new areas. They coordinated a special culture and diversity training session as part of a strategic plan to recruit qualified Muslim trainers for various workshops. They also developed an OCWTP workshop on casework with immigrants and refugee children and families and forged collaborative ties with Community Refugee and Immigration Services and Bridging Refugee Youth and Children's Services, who featured the work of the OCWTP on its website.



## Foster and Adoption Training

OCWTP further expanded course offerings in 2007 in the Foster Care Fundamentals training series by developing and piloting two new courses addressing fostering children who have been sexually abused, and infant and toddler development and the effects of abuse and neglect. Two additional courses were outlined - the development of preschool and school-age children and the development of adolescents.

The *Family Interview Guide*, a pocket guide for new assessors to use in guiding their interviews with prospective foster caregivers and adoptive parents, was fully integrated in 2007 into the required training of Ohio's adoption and foster care assessors. *Services for Birth Parents*, one of the required Assessor trainings, was revised in 2007 to incorporate additional information on working with birth fathers, as well as birth parents whose rights are being terminated by the court. The OCWTP also developed a 12-hour curriculum outline for assessors who have completed both tiers of Assessor Training, but have not complied with the ongoing training requirements for assessors outlined in the Ohio Administrative Code.

We do this so children can retain innocence.

## Trainer Development

One of the OCWTP's greatest accomplishments is the recruitment, training, and maintenance of an active pool of over 300 trainers who have content expertise in topics essential to child welfare. The OCWTP facilitates a Training of Trainers series to enhance trainers' skills and provide ongoing technical assistance to trainers. In 2007, the trainer evaluation survey was revised, with the new form more accurately reflecting trainer activities in the learning environment. The overall average presenter score in 2007 was 4.7 out of a possible 5.0. Communication with trainers concerning policies, new initiatives, training opportunities, resources, and information are distributed through the OCWTP Trainer Listserv, a tri-annual newsletter, the OCWTP web page, and the annual trainer event.

The OCWTP is committed to maintaining a trainer pool that is current in the field of child welfare. In 2007, OCWTP worked with all Casework Core and Supervisor/Manager Core trainers to ensure they had current experience or to arrange relevant experiences in a child welfare agency. A similar process was initiated with all Assessor trainers in Ohio.

To help with strategic planning, the OCWTP distributed three trainer surveys in 2007. The first survey, the OCWTP Trainer Demographic Survey, was developed to provide a picture of our trainer pool and to identify gaps in terms of diversity. The second survey, the OCWTP Cultural Trainer Survey, was developed to help identify trainers with expertise on various cultural groups in Ohio and to identify a culturally-diverse group of trainers who could bring the value of their diverse perspectives into the training room for any topic for which they are qualified to train. The OCWTP also sent out a Trainer Development Survey to get feedback from trainers about the types of training they need to continue developing and enhancing their skills as professional trainers.





## Evaluation

While maintaining ongoing evaluation activities, 2007 focused on transitioning the OCWTP's evaluation program to its new online learning management system, E-Track. For over 20 years, the OCWTP has used two different paper-and-pencil evaluation surveys for all 4,000 workshops offered annually. These surveys are completed at the end of workshops and the survey data is then entered into a tracking system by Regional Training Center staff. E-Track will change every aspect of the current evaluation process in the following ways: paper surveys will be replaced by online surveys; agency staff will complete the online surveys in their agencies, not in the workshops; instead of using generic evaluation surveys for all workshops, surveys will be tailored to collect data on specific workshops; and, E-Track will allow for a level of rigorous analysis of data not currently possible. To help identify the opportunities and challenges of implementing a statewide online evaluation system, literature reviews were conducted, and discussions held with other state child welfare training systems that have implemented, or attempted to implement, online evaluation systems.

In 2007, online evaluation surveys were developed for caregiver pre-service and on-going trainings, workshops for public agency staff, and for each of the eight Caseworker Core Modules. Evaluation staff and a University of Akron consultant also identified the demographic variables E-Track will collect to analyze data and explain evaluation findings.

We do this so children develop curiosity in the world around them.

*“ The University Partnership Program contributes to the needed pool of professionals in Ohio’s child welfare system by providing exciting educational experiences for students interested in working with children and families within the child welfare system. These placements, which provide a greater level of training for students than traditional placements, offer fast-tracking opportunities to employment upon graduation. ”*

*~Linda Helm, MSW, LISW, ACSW-- OSU UPP Campus Coordinator*

*“ There is a clear advantage in working with a UPP graduate - students have completed the CORE training needed during the first year of employment in a PCSA and they are more prepared to start the job. ”*

*~Pam Reid, PCSA supervisor, Course Instructor*



## University Partnership Program

The University Partnership Program (UPP) continues to provide Ohio's Public Children Service Agencies with professional case-work staff who are specially educated for careers in child protective services. The program is a partnership among the Ohio Department of Job and Family Services, the Public Children Services Association of Ohio (PCSAO), the Ohio Child Welfare Training Program, and seven schools of social work throughout Ohio:

University of Akron  
University of Cincinnati  
Cleveland State University  
The Ohio State University  
Ohio University  
University of Toledo  
Wright State University

UPP students take specialized child welfare courses and seminars based on in-service training requirements for public agency child welfare casework employees and complete an intense internship in a public children service agency before graduating with a bachelor or master social work degree

In the spring of 2007, over 40 UPP students graduated with social work degrees. More than 30 of these students went on to secure employment as caseworkers. At present, there are more than 65 social work students enrolled in UPP across the state and more than half of this group is due to graduate in the Spring of 2008.

*“ Without this program and all the hands-on interactions, I would have left child welfare and social work. Because of the UPP, I knew how to get the guidance I needed, develop a plan and do what needed to be done while getting support for myself and my clients. I’m proud and happy I had the tools to stay with it and, although difficult, I love working in child welfare. ”*

*~UPP student from WSU*

# MOVING FORWARD

## E-Track

Ohio's first online learning management system impacts program evaluation, training scheduling, registration and delivery, and transfer of learning.



We do this so children can feel delight, and a sense of joy.



We do this because our children are the future.

## Ohio's First Online Learning Management System

In 2007, the OCWTP continued to work diligently to lay the groundwork for the roll out of E-Track - Ohio's first online learning management system. E-track will impact every part of the OCWTP, from how we evaluate the program to how training needs assessments and individual development plans are completed; from how the training program implements skill-building and transfer-of-learning initiatives, to how the OCWTP plans and schedules learning activities and registers learners for both online and classroom trainings.

## E-Track

### ***E-Track will enable OCWTP trainees to:***

- Instantly access their individual training records
- Search & register for training
- Launch OCWTP-specific online learning modules
- Complete online individual training needs assessments, with their supervisor, view their own resulting individual training development plans, and link to available learning interventions and resources to meet their identified training needs
- Complete online pre-and post training assignments
- Complete online evaluations and receive instant digital certificates after completion of training

### ***In addition, supervisors and managers will be able to:***

- Instantly access their staffs' individual training records
- Approve staff training requests and monitor who has completed training, including pre-and post training assignments

### ***E-Track will enable OCWTP trainers to:***

- Instantly access their calendar of currently contracted trainings and review registrant lists
- Search and register for online and classroom trainer development workshops
- Instantly access their own training records
- Eventually, complete their own individual training needs assessment, view their own individual trainer development plans, and link to available training and resources to meet their identified training needs

### ***E-Track will enable Ohio's eight Regional Training Centers to:***

- Gather instant aggregate training needs data to track trends and plan future training
- Create, edit, populate, and track learning interventions online
- Instantly access trainers available and approved to train a specific workshop
- Track overall training trends within their region

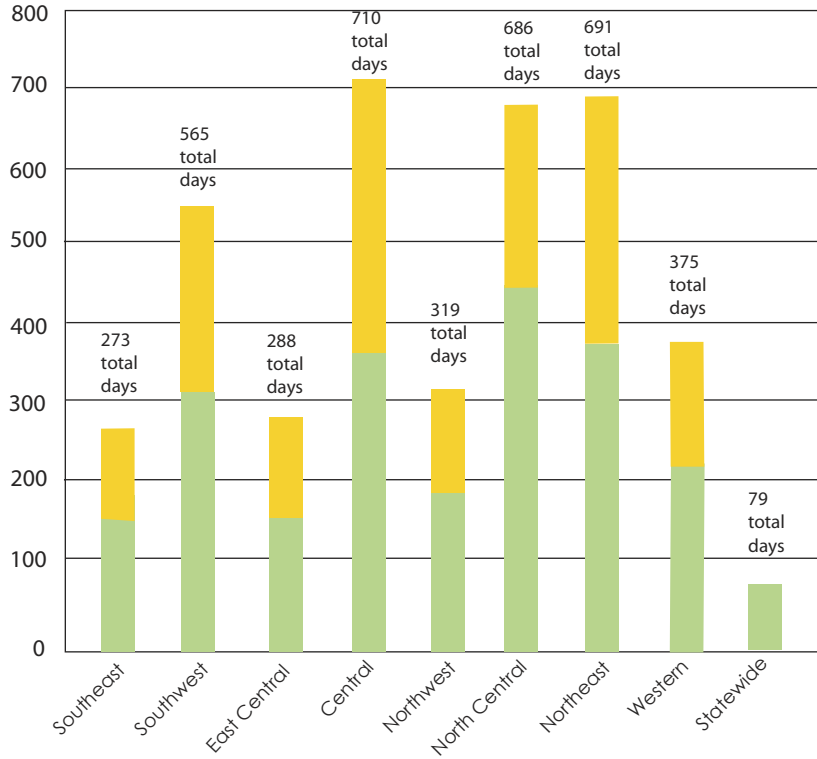
### ***Finally, E-Track will enable the state training coordinator (IHS) to:***

- Develop and launch online learning modules and blended learning
- Monitor the ongoing development of its trainer pool
- Track overall training trends within counties, regions, and across the state
- Collect more specific evaluative feedback on its training's effectiveness
- Streamline the release and delivery of pre- and post training assessments

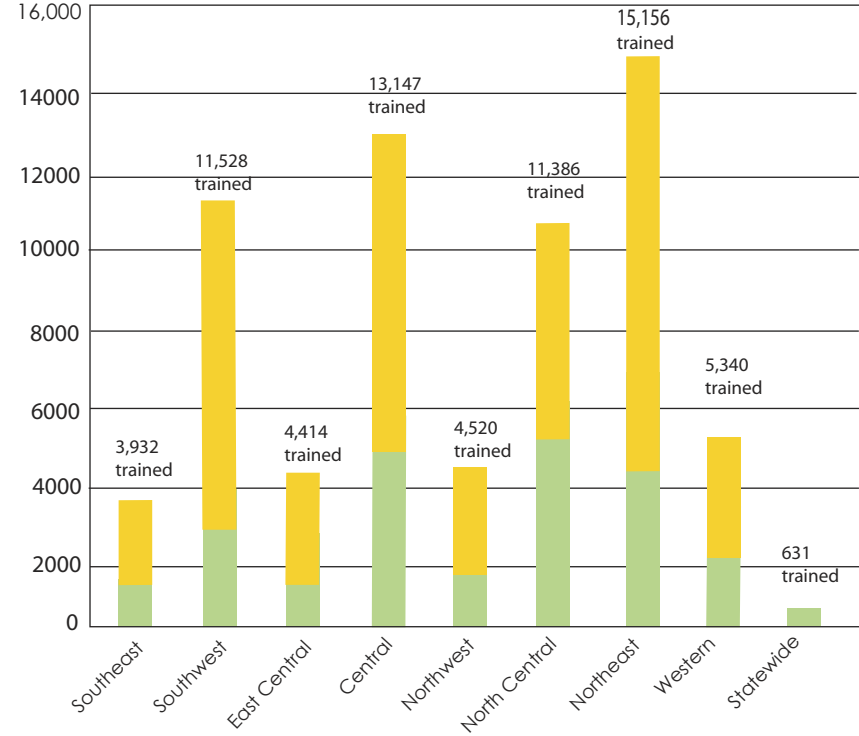
# 2007

# NUMBERS

### Training Days Per RTC



### Attendees Per RTC



3,986 Training Days

4,707 Workshops

- 1,784 Caseworker Workshops
- 2,923 Foster Care Workshops

Foster Care Training

Child Welfare Training

70,054 Attendees

4.70 Average Training Evaluation Score on a 5-point scale

# FINANCIAL SUMMARY

Fiscal Year January 1 - December 31, 2007

## 2007 ANNUAL COST: \$8,512,478

### TRAINER PAYMENT: \$2,357,966

Caseworkers	\$1,162,782
Adoption Assessors	\$ 286,758
Foster Caregivers	\$ 908,426

### UNIVERSITY PARTNERSHIP: \$62,450

(In addition, UPP's seven universities received \$862,750 for tuition, mandatory fees, coordination activities, and administrative costs.)

### STATE COORDINATION: \$2,600,327

20% Administration  
80% Development

### REGIONAL COORDINATION: \$3,491,735\*

Regional coordination expenses are provided by the eight Regional Training Centers.

Funding distribution as follows:

RTC	TOTAL	Staff Training	Foster Care Training
Southeast	\$291,509	\$ 218,550	\$ 72,960
North Central	\$589,387	\$ 349,524	\$239,862
Central	\$630,795	\$ 378,598	\$252,197
Western	\$498,340	\$ 379,266	\$119,074
East Central	\$318,703	\$ 219,900	\$ 98,803
Southwest*	\$247,555	\$ 155,297	\$ 92,258
Northwest	\$324,708	\$ 164,164	\$160,545
Northeast	\$590,738	\$ 355,549	\$235,189

\*At the time this annual report was compiled, the SWORTC contract for August 2007 - December 2007 had not been initiated due to contract language issues.

# CONTACTS

For additional  
information,  
please go to the  
OCWTP website:

[www.ocwtp.com](http://www.ocwtp.com)

## **OHIO DEPARTMENT OF JOB AND FAMILY SERVICES**

Helen Jones-Kelly, Director, Ohio Department of Job and Family Services  
Sandra Holt, Deputy Director, Office for Children and Families  
Rose Handon, Bureau Chief, Office for Children and Families; [rose.handon@jfs.ohio.gov](mailto:rose.handon@jfs.ohio.gov)  
LeRoy Crozier, Human Services Developer, Office for Children and Families; [leroy.crozier@jfs.ohio.gov](mailto:leroy.crozier@jfs.ohio.gov)  
614-466-1213

## **PUBLIC CHILDREN SERVICES ASSOCIATION OF OHIO**

Max Bucey, Assistant Director; [max@pcsao.org](mailto:max@pcsao.org); 614-224-5802

## **REGIONAL TRAINING CENTERS**

Central Ohio RTC, Franklin County CSB  
Mary Kay Hawkins, Director  
Columbus (614) 278-5909; [mkhawkin@fccs.co.franklin.oh.us](mailto:mkhawkin@fccs.co.franklin.oh.us)

East Central Ohio RTC, Guernsey County CSB  
Brian Wear, Director  
Cambridge (740) 432-2355; [wearb01@odjfs.state.oh.us](mailto:wearb01@odjfs.state.oh.us)

North Central Ohio RTC, Cuyahoga County DCFS  
Mark McMillian, Director  
Cleveland (216) 432-3357; [mmcmill02@odjfs.state.oh.us](mailto:mmcmill02@odjfs.state.oh.us)

Northeast Ohio RTC, Summit County Children Services  
Jeanne Bennett, Manager  
Akron (330) 379-2003; [jbennett@summitkids.org](mailto:jbennett@summitkids.org)

Northwest Ohio RTC, Lucas County Children Services  
Tom Swindel, Coordinator  
Toledo (419) 213-3506; [tswindel@co.lucas.oh.us](mailto:tswindel@co.lucas.oh.us)

Southeast Ohio RTC, Athens County Children Services  
Paula Marx, Director  
Athens (740) 592-9082; [marxp@odjfs.state.oh.us](mailto:marxp@odjfs.state.oh.us)

Southwest Ohio RTC, Hamilton County DJFS  
Darren Varnado, Director  
Cincinnati (513) 946-2276; [varnad@jfs.hamilton-co.org](mailto:varnad@jfs.hamilton-co.org)

Western Ohio RTC, Greene County CSB  
Dale Hotaling, Director  
Beavercreek (937) 427-4540; [hotald@odjfs.state.oh.us](mailto:hotald@odjfs.state.oh.us)

## **STATE COORDINATOR**

Institute for Human Services  
Ronald C. Hughes, Director  
Judith S. Rycus, Program Director  
Sally Cooper, Assistant Director  
Columbus (614) 251-6000; [IHS@ihs-trainet.com](mailto:IHS@ihs-trainet.com)

Member: Training Resource Advocacy Information Network (TRAINet)